

# **Apprenticeship Commitment**

## **The Orcas Hotel commits to providing:**

- The opportunity to live and work in a respectful and supportive community.
- An environment where every apprentice has a voice in the operation of the hotel.
- A team structure that provides an opportunity for each apprentice to gain experience in all areas of the hotel and cafe.
- Compensation and accommodation that enables each apprentice to comfortably enjoy life on the island.
- Mentorship to help each apprentice reach their own personal goals. This may be in the form of group classes or one on one sessions.
- Allow each apprentice to use their 18 months on island completely at their own discretion, whether that be developing a business plan, or simply enjoying island life.
- Ongoing career support and referrals for apprentices who complete either the 18 month apprenticeship or summer apprenticeship.

## **Apprentices Commit to:**

- Taking personal accountability for their own professional development and proactively engage in educational opportunities and goal setting.
- To be a supportive member of the apprenticeship community; committed to the sustainability of both the business and to the well being of the team members.
- Engage directly with John, Julia and Chef Quinn to articulate their goals and vision for the future. The more communication, the more opportunities for guidance and direction an apprentice will receive.
- Treat the hotel as though it were their own business- making each decision with thought and intention, and seeking the help and collaboration of other apprentices to achieve tangible goals.
- Be a considerate member of the greater Orcas Island community